



CORPORATE POLICY FOR OCCUPATIONAL HEALTH & SAFETY, ENERGY AND ENVIRONMENT

Lavazza Group, founded in 1895, operates in the production and commercialization of coffee, other food products and machines for their preparation, and today represents a global community of people operating in offices and plants worldwide. Thanks to its distinguishing shared **Values: Authenticity, Passion for Excellence, Responsibility and Inventiveness**, the Group is committed to the continuous improvement in Occupational Health & Safety, Energy and Environmental performance, related to its activities, products and services.

In Lavazza, we consider the protection of the environment, the responsible use of natural and energy resources, and the worker's health and safety a priority for the development of our responsible business model. From a sustainability standpoint the Group endeavours to put into practice actions and resources in line with the **United Nations 2030 Agenda** objectives, considered priority at Group level: **Goal 5** (gender equality), **Goal 8** (decent work and economic growth), **Goal 12** (responsible consumption and production), **Goal 13** (climate actions).

The Headquarters Luigi Lavazza S.p.A. and all the other entities which are part of Lavazza Group, are committed to operating in line with these principles:

- ensure **compliance with applicable laws and regulations** regarding health and safety at work, energy and the environment, promoting virtuous behaviours both internally and towards external interested parties;
- operate in line with the standards set out by HQ **Occupational Health & Safety, Energy and the Environment** Department, constantly monitored in order to put into action the **Corporate OHSE Guidelines**;
- communicate and spread the **culture** of health and safety at work, energy saving and respect for the environment and climate change to internal and external stakeholders, through the involvement of all corporate functions, actively collaborating on projects with academic bodies, international organizations, sector and public administrations;
- promote the use of the most advanced technologies to achieve **continuous improvement** in workers' health and safety, environmental protection, energy saving and rational use of natural resources;
- support the **design and purchase of energy-efficient products** and services aimed at improving energy performance and reducing the related environmental impact;
- evaluate environmental impacts related with activities, products and services, according to international standards with a view to "**Life Cycle assessment**";
- use resources responsibly in order to mitigate impacts and support **sustainable growth** in respect of the environment and the rights of future generations; following the principles of a **circular economy**.
- **assess the risks** of incidents, accidents at work, occupational illness, in order to eliminate or minimize them, in compliance with the legislation in force and the norms applicable in the various countries where the Group operates, as a minimum requirement.
- involve all levels of the organization by encouraging staff **participation and consultation**, ensuring that tasks/responsibilities are precisely defined, appropriately communicated and clearly understood.

This policy is rendered **public and distributed** at Group level, available on the Lavazza Group website (Lavazzagroup.com) and shared with all staff. The Company Leadership is engaged in ensuring the relevance of this policy and periodically identifying improvement programs, thus guaranteeing that the principles here expressed are reflected in the behaviour of all staff and collaborators.

Turin, 11/11/2023

Antonio Baravalle
Chief Executive Officer